

**PHYSICIANS' COMPARABILITY ALLOWANCE WORKSHEET**

		<b>FY 2013 Actual</b>	<b>FY 2014 Estimate</b>	<b>FY 2015 Estimate</b>
1) Number of Physicians Receiving PCAs		1	1	0
2) Number of Physicians with One-Year PCA Agreements		0	0	0
3) Number of Physicians with Multi-Year PCA Agreements		1	1	0
4) Average Annual PCA Physician Pay (without PCA payment)		\$144,385	\$145,829	0
5) Average Annual PCA Payment		\$27,000	\$27,000	0
6) Number of Physicians Receiving PCAs by Category (non-add)	Category I Clinical Position	0	0	0
	Category II Research Position	1	1	0
	Category III Occupational Health	0	0	0
	Category IV-A Disability Evaluation	0	0	0
	Category IV-B Health and Medical Admin.	0	0	0

\* FY 2015 data will be updated during FY 2014.

- 7) If applicable, list and explain the necessity of any additional physician categories designated by your agency (for categories other than I through IV-B). Provide the number of PCA agreements per additional category for the PY, CY and BY.

FDA will not have a need for additional physician categories other than those listed above.

- 8) Provide the maximum annual PCA amount paid to each category of physician in your agency and explain the reasoning for these amounts by category.

FDA utilizes the Category 2 to hire physicians that are not eligible for Title 38 PDP. The maximum annual PCA for this category for FY 2013 was \$27,000 for the employee receiving PCA. The amounts were determined based upon the qualifications of the physician.

- 9) Explain the recruitment and retention problem(s) for each category of physician in your agency (this should demonstrate that a current need continues to persist).

*(Please include any staffing data to support your explanation, such as number and duration of unfilled positions and number of accessions and separations per fiscal year.)*

FDA made a decision in 2008 to convert all eligible physicians to Title 38, which is useful in allowing FDA to effectively recruit and retain medical officers across the FDA. The minimal continued use of PCA allowed FDA the ability to recruit physicians who are not eligible for Title 38 PDP. In FY 2015, FDA projects that use of PCA will not be required.

- 10) Explain the degree to which recruitment and retention problems were alleviated in your agency through the use of PCAs in the prior fiscal year.

*(Please include any staffing data to support your explanation, such as number and duration of unfilled positions and number of accessions and separations per fiscal year.)*

FDA did not experience recruitment or retention problems as the PCA is used sparingly across FDA. FDA uses PCA as a means to recruit candidates that are not eligible for Title 38 PDP.

- 11) Provide any additional information that may be useful in planning PCA staffing levels and amounts in your agency.

FDA uses PCA as an additional authority to hire physicians that are not eligible for Title 38 PDP.